

## Additional Qs and As from EPA’s CPRG Grantee Training on Workforce Planning Analysis

*Note: This document provides answers to additional questions that were not answered during EPA’s live CPRG webinar on Workforce Planning Analysis on August 23, 2023, due to time constraints, as well as extended answers to some questions answered during the webinar.*

**Q1: Are we required to perform an analysis of available funding for the workforce planning element of the Priority Climate Action Plan (PCAP) and Comprehensive Climate Action Plan (CCAP) in addition to the analysis of available funding for implementing GHG reduction measures?**

EPA *encourages* planning grant recipients to assess funding availability broadly and explore options to align public investment (including the wide array of public investment available as a result of the passage of the Bipartisan Infrastructure Law and Inflation Reduction Act) with the measures they are identifying in the PCAP, but planning grant recipients are not *required* to do so for the PCAP. However, such analysis is *required* for the CCAP. In no case is a separate funding availability analysis specifically for workforce development activities required. However, planning grant recipients may note existing funding or programs that can help support the workforce needs of the plan.

Planning grant recipients may wish to include additional economic data (e.g., cost to implement workforce programs) as part of their workforce report and may use CPRG planning funding to cover such analyses.

**Q2: Do you have examples of contract provisions that help support good jobs?**

DOL’s Good Jobs Initiative has compiled a [suggested list of critical job quality and equity policies](#) and [draft job quality and equity language](#) that governments may want to consider embedding into their analysis of available funding for the workforce planning element (as preferences, encouragements, requirements, etc.). Every government must assess its own underlying statutory authority before embedding any suggested policies in funding opportunities, procurement solicitations, or public policy. CPRG planning grantees can also use the [Good Jobs Impact Tracker](#) to find specific examples of federal funding opportunities that have incorporated job quality, equity, and worker empowerment incentives (users should click on the “See Funding Opportunities” button in the center of the visualization).

For more information on the Good Jobs Initiative and how to embed job quality, equity, and worker empowerment incentives, procurement, or public policy we recommend you visit [www.GoodJobs.gov](http://www.GoodJobs.gov) and read the [Good Jobs in Federal Investments Toolkit](#).

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**Q3: Could you provide a list of occupations that would be potentially relevant to CPRG workforce efforts?**

The specific occupations that will be relevant to your CPRG workforce planning efforts will depend on the greenhouse gas reduction measures that you are looking to include in your climate action plan(s).

There are numerous reports from government organizations, academic institutions, think tanks, non-profits, and other stakeholders about the climate workforce. For example, the Brookings Institute’s [“Advancing Inclusion through Clean Energy Jobs”](#) report identifies 320 unique occupations across three major industrial sectors that will be critical to the transition to the clean energy economy. The U.S. Department of Energy also publishes [the U.S. Energy and Employment Report \(USEER\)](#), a comprehensive summary of national and state-level energy jobs, reporting by industry, technology, and region with data on unionization rates, demographics, and employer perspectives on growth and hiring.

CPRG planning grantees may also find it instructive to look at existing climate plans that include workforce considerations. For example, California has issued a detailed [jobs and climate action plan](#) which may help grantees identify the sectors and occupations that may be impacted by their own greenhouse gas reduction initiatives. Additionally, the Brookings Institution has [analyzed more than 50 city-level climate action plans](#), some of which have detailed sections on workforce development.